

## **SEEKING CANDIDATES INTERESTED IN SERVING AS EXECUTIVE PASTOR OF THE THIRD BAPTIST CHURCH OF SAN FRANCISCO**

Reverend Dr. Amos Cleophilus Brown, Sr., Senior Pastor of Third Baptist Church of San Francisco, California, (Church), has announced his plan to retire at the end of 2024. In preparing for his retirement, the Church leadership is seeking a candidate to serve as Executive Pastor during the remainder of Pastor Brown's tenure, with the expectation that the successful candidate would become Senior Pastor of the Church upon Pastor Brown's retirement. In the event an individual has interest in the position of Senior Pastor, but not available for the Executive Pastor position and would be available to assume the Senior Pastor position on January 1, 2025, the Search Committee would also be interested in receiving your materials.

Scarcely 24 months after California's admission to the Union, in August of 1852, after suffering discrimination by First Baptist Church, nine Christians gathered in the home of Eliza and Russell Davis and established The Third Baptist Church of San Francisco. This spiritual landmark has now thrived for over 171 years.

The successful candidate should have unquestionable spiritual and moral integrity, is of sound mind and character. The candidate embraces traditional and contemporary forms of worship and sacred music. The candidate also understands and is a proponent of intergenerational and cultural nuances that are critical in continuing the effective trajectory of the Church established over 90 years of pastoral leadership by Reverend Dr. Frederick Douglass Haynes, Sr.; Reverend Frederick Douglass Haynes, Jr.; and continued and significantly expanded by our current Pastor, Reverend Dr. Amos C. Brown, Sr., during his 47 years of outstanding leadership.

Third Baptist has survived these seventeen decades because our leaders have made their contributions by their unique callings and leadership styles. It is our hope that we will attract a leader who will bring his or her own vision for this present age as well as for the future years to come. As in the words of Isaiah 43:18, our congregation fully expects a "new thing" from our Executive Pastor, while building on the successful foundations laid by previous pastors, and Pastor Brown..

San Francisco's African American population is currently 5.7% and our cost of living is one of the highest in the country; however, members continue to commute to Third Baptist from throughout the Bay Area and beyond from Northern California. Many members reside in the East Bay, with some of them commuting from as faraway as Sacramento and San Jose.

Like many congregations, post COVID, attendance suffered, but has begun to slowly rebound. During the pandemic we adapted our worship services and ministry committee programming by utilizing zoom technology. Once our doors were again opened for in person worship, instead of communion elements being served by our Deacons, communion elements are now contained in sealed containers that are distributed to worshipers as they enter the sanctuary. Special music has been provided by a small ensemble. Recruitment has begun for a full choir. Our worship services are in person and also live streamed. Most of our ministry meetings continue to be conducted via zoom. Visitors are regularly uniting with our church and we are conducting nearly monthly baptisms. In the the first six months of this year ending June 28, forty one new members were added to the Third Baptist family.

Third Baptist has been immeasurably blessed by the spiritual, civic, social, political and philanthropic relationships established by Pastor Brown during his 47 years as our leader. We fully expect the successful candidate to embrace and nurture these relationships. With San Francisco being geographically close to Silicon Valley, the opportunity is ripe for a Third Baptist Pastor to partner with and gain from some of their resources that could benefit our programs.

It is our strong belief that our congregation will continue to grow with the leadership of a God-sent leader. We pray for a leader who will understand the dynamics of our world, and how it has changed over the last few decades and will be able to successfully lead in this environment with the committed leadership of Third Baptist Church. Our church leadership as well as our congregation is ready for such a leader.

The Church seeks a partner with Pastor Brown whose pastoral vision will embrace our Church's mission to advance followers of Christ through these core values:

- **Worship** that honors its holistic legacy of prophetic preaching and celebrates the power of Christ in our lives.
- **Evangelism and Discipleship** that wins more followers of Christ.
- **Service** that is focused on progress, economic empowerment, justice and equity in the City and County of San Francisco and a global view of the mission of the church.
- **Education** that enlightens, equips, and motivates congregants to grow spiritually and culturally.

#### **QUALIFICATIONS AND EXPERIENCE:**

The ideal candidate exhibits a proven record of at least five years of successful leadership, preferably as a Senior Pastor or Associate Pastor for an African American

congregation of at least 200 congregants. The candidate would be expected to embrace and expand these four tenets: 1) proclaim the Good News of Jesus Christ to all peoples; 2) reclaim and enhance the best of our sacred music; 3) increase the academic achievement of under-served students in our schools; and 4) proclaim the prophetic cutting edge in the Judeo-Christian tradition. Specific qualifications include:

- Sound interpretation of the Gospel of Jesus Christ in the tradition of African American prophetic and pastoral preaching.
- Possess management competencies; i.e., budgeting, financial management, supervision of personnel, strategic planning, and experience in overseeing complex organizations; i.e., not-for-profit entities. Current affiliates of The Third Baptist Church include:
  - The West Bay Conference Center
  - The Back on Track Tutorial Program
  - The Charles A. Tindley Academy of Music
  - The F.D.Haynes Gardens Housing Development
  - The CDF Freedom School®
  - The Third Baptist Foundation
- Ability to lead within a framework of the Church constitution and by-laws
- Skillful promotion of diverse spiritual and theological convictions.
- Experience in managing clergy, ministries and ministry leaders
- Commitment to institutional accountability and transparency.

**Requirements:**

- A baptized believer committed to the purpose of, and dedicated to the total ministry of Jesus Christ.
- An ordained minister of the Baptist faith.
- A Masters of Divinity degree, and/or preferably, a Doctorate degree from an accredited academic institution.
- Relevant pastoral experience preferably as a Senior Pastor or Associate Pastor
- Possess values of the church, morally and professionally.

**This position profile was developed from the results of a congregational survey.**

The Executive Pastor is accountable to the Senior Pastor, as delegated by the congregation.

Third Baptist Church of San Francisco shall not discriminate on the basis of race, color, religion, gender, age, or sexual orientation.

An applicant who does not meet the above criteria need not apply. At the appropriate time, references will be requested. All materials will be kept confidential and non-refundable to the applicant. Interested candidates should send biography, current photo, resume/Career Vitae, and any additional information for consideration to:

**[careers@thirdbaptist.org](mailto:careers@thirdbaptist.org)**

**OR**

**THE THIRD BAPTIST CHURCH  
EXECUTIVE PASTOR SEARCH COMMITTEE  
1399 MCALLISTER STREET  
SAN FRANCISCO, CA 94115**

**Application Deadline:** No application will be accepted after October 31, 2023